



## Qhia Meej Cov Point Ntsuas Pom Qhov Ua Tau Zoo

### QUALITY INDICATOR POINT DETAIL

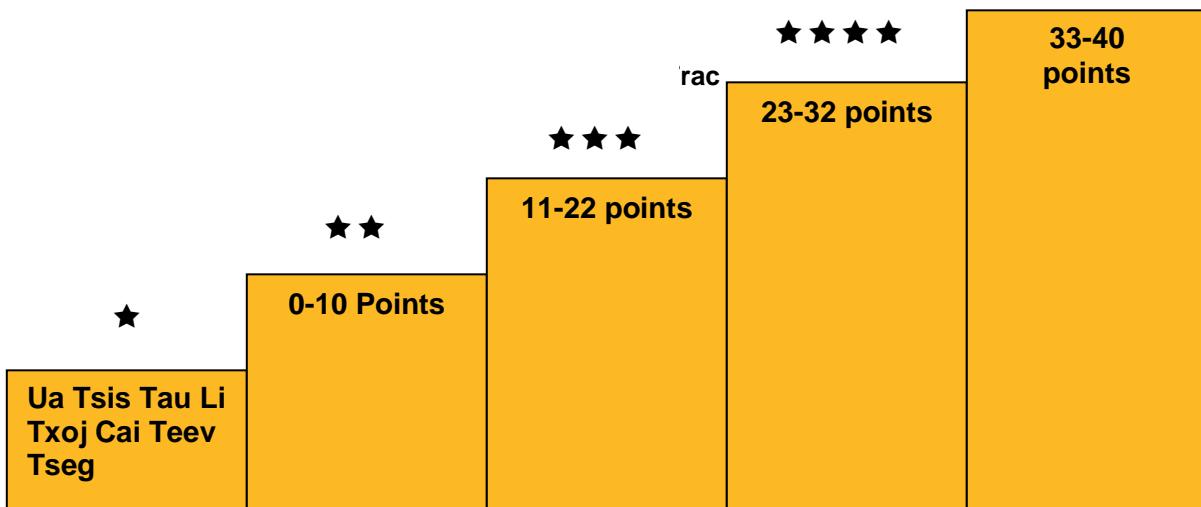
2015

**Txoj Kab Taug 3 – Zov Me Nyuam Hnub Nyoog Kawm Ntawv<sup>1</sup>**

Ntaus Nqi Qhov Ua Tau Zoo thiab Txoj Kev Txhim Kho Kom Zoo Dua Qub Tag Nrho  
Tus Qauv Cag

Quality Rating and Improvement System Overall Model

★★★★★



Cov kev zov me nyuam ua tsis tau raws txoj cai yuav tsis tau txais cov points hauv YoungStar kom txog rau thaum ua tau raws txoj cai ntawm daim ntawv tso cai thiab ntawv pov thawj.

Nws yog ib qho tseem ceeb kawg li tias Wisconsin txhim kho txoj kev zov me nyuam kom zoo dua qub. YoungStar pab Wisconsin cov kev zov me nyuam hnub nyoog kawm ntawv los mus txhim kho lawv txoj kev ua hauj lwm tau zoo uas yog qhov tseem ceeb ntawm kev txhim kho cov txiaj ntsim tau rau me nyuam kom zoo dua qub. YoungStar yog ua raws li kev tshawb fawb thiab lwm lub xeev tej kev tau ntsib thiab tau ua los mus tsim cov qauv ntsuas (criteria) uas yog: ua raws kev tshawb fawb (research-based), ncaj nruab nrab (objective), thiab muab tshuaj xyuas tau tias muaj tseeb (verifiable) mus tsis tu ncua.

Daim ntawv tseem ceeb no piav txog yam (categories) uas tau txais cov points hauv YoungStar. Txhua qhov kev zov me nyuam muaj rab peev xwm tau txais siab txog 40 points thoob plaws plaub yam (four categories) – kev kawm ntawv, ib puag ncig kev kawm thiab cov ntawv kawm; kev tshaj lij thiab dej num cov kev coj ua; thiab kev noj qab haus huv thiab muaj dag zog zoo. Yog muab hais kom dav, thaum lo lus “neeg ua hauj lwm” tau raug muab los siv, nws txhais tau tias yog Cov Thawj Coj Pab Pawg thiab Cov Saib Xyuas Ntawm Chaw/Cov Khiav Hauj Lwm/Cov Thawj Kav Xwm/CovThawj Tswj Hwm. Nws muaj cov points uas yuav tsum ua kom tau rau ib ntawm txhua yam (categories) thiab ntau cov points uas xaiv ua tau (optional points) uas tej zaum cov kev zov me nyuam kuj tau los ntxiv.

<sup>1</sup> Txoj kab taug no yog cov kawm ntawv nkaus xwb (stand-alone school programs) uas qheb raws li kev kawm ntawv tso cai tshwj xeeb thiab cov kev zov me nyuam hnub nyoog kawm ntawv muaj ntawv tso cai.

Daim phiaj taw qhia (chart) hauv qab no qhia pom tag nrho txhua Yam (categories) thiab cov points ua tau hauv ib Yam twg.

<b>Yam Uas Tau Txais Cov Points</b>	<b>Cov Points Ua Tau</b>
Tus Thawj Coj Pab Pawg Cov Kev Kawm Muaj Cuab Kav Ua Tau Hauj Lwm (Qualifications)	0-6
Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Tus Thawj Kav Xwm/Tus Thawj Tswj Hwm Cov Kev Kawm Muaj Cuab Kav Ua Tau Hauj Lwm (Qualifications)	0-9
Ib Puag Ncig Ntawm Qhov Chaw Kawm thiab Tus Txheej Txheem Qhia Ntawv	0-13
Cov Kev Coj Ua Dej Num thiab Kev Tshaj Lij	0-7
Kev Noj Qab Haus Huv thiab Noj Qab Nyob Zoo	0-5
<b>Tag Nrho</b>	<b>0-40 points</b>

### **Kev Lees Paub Ua Raug Cai (Accreditation): Lwm Txoj Hauv Kev Rau Plaub los yog Tsib Lub Hnub Qub**

YoungStar muab ib txoj hauv kev rau kev ntaus nqi mus txog 4 lub hnub qub los yog 5 lub hnub qub rau cov zov me nyuam hnub nyog kawm ntawv uas tau raug lees paub ua raug cai (accredited). Cov kev lees paub ua raug cai (accreditations) tau los ntawm National Accreditation Commission (NAC) thiab lub Nroog Madison tau raug lees txais yuav mus siab txij ib Yam li qhov kev ntaus nqi 5 Lub Hnub Qub. Qhov kev lees paub ua raug cai tau los ntawm Council on Accreditation (COA) yog siab txij ib Yam li qhov kev ntaus nqi 4 Lub Hnub Qub txawm li cas los, yog tias qhov kev zov me nyuam ua tau zoo raws li 5 Lub Hnub Qub qhov ua tau raws kev kawm ntawv cov qauv cag (rau cov Pab Pawg Thawj Coj thiab Tus Thawj Saib Xyuas Hauj Lwm Ntawm Chaw/Tus Dhia Dej Num/Thawj Coj/Thawj Tswj Hwm), qhov kev zov me nyuam kuj yuav tau txais kev ntaus nqi rau 5 Lub Hnub Qub.

Yog hais tias ib qho kev zov me nyuam tau raug lees paub ua raug cai (accredited) los ntawm NECPA THIAB qhov kev zov me nyuam ua tau raws li kev kawm ntawv cov lus kom ua ntawm 4 Lub Hnub Qub hauv lawv qhov YoungStar ntaus nqi txoj kab taug qab, qhov kev zov me nyuam ntawd yuav muaj feem tau txais qhov ntaus nqi 4 Lub Hnub Qub. Yog hais tias ib qho kev zov me nyuam tau raug lees paub ua raug cai (accredited) los ntawm NECPA THIAB qhov kev zov me nyuam ua tau raws li kev kawm ntawv cov lus kom ua ntawm 5 Lub Hnub Qub hauv lawv qhov YoungStar ntaus nqi txoj kab taug qab, qhov kev zov me nyuam ntawd yuav muaj feem tau txais qhov ntaus nqi 5 Lub Hnub Qub.

Qhov lees txais yuav cov kev lees paub ua raug cai (accreditations) no mus siab txij ib Yam li cov kev ntaus nqi 4 Lub Hnub Qub los yog 5 Lub Hnub Qub yog qhov tias cov qauv cag (standards) muab siv rau cov kev lees paub ua raug cai no yog thoob teb chaws lees paub tias yog txuas rau qhov ua tau zoo thiab txhua qhov kev lees paub ua raug cai (accreditation) hais kom yuav tsum tau soj ntsuam thiab tshuaj xyuas tias muaj tseeb ntawm tus yeeb Yam zoo sib xws tau muab teev rau hauv YoungStar.

### **A) Kev Kawm Ntawv Thiab Kev Kawm Kev Cob Qhia ntawm Cov Neeg Ua Hauj Lwm (Cov Points Siab Kawg = 15)**

Cov neeg ua hauj lwm txoj kev kawm ntawv raug muab xam tias yog ib qho ntawm feem ntau cov kev ruaj ntseg qhia ua ntej ntawm qhov ua tau zoo hauv kev teeb tsa zov me nyuam hnub nyog kawm ntawv. Cov neeg ua hauj lwm cov kev kawm ntawv muaj cuab kav ua tau (education qualifications) yuav raug muab tso nkag rau hauv ib qhov Organizational Profile hauv Wisconsin Registry. The Registry yog Wisconsin Qhov Kev Lees Paub rau Kev Zov Me Nyuam Ua Ntej Hnub Nyoog Kawm Ntawv thiab Txoj Hauj Lwm Kev Kawm. The Registry tshuaj xyuas kom paub tias yeej muaj kev kawm muaj cuab kav ua tau uas yog siv qhov ua tau zoo-raws daim ntawv qhia teev tseg (transcripts). Tas nrho cov kev kawm kev cob qhia raug muab teev cia los ntawm cov ntsiab lus kev paub raws li tau muab txhais los ntawm National Association for the Education of Young Children (NAEYC) los yog CDA cov txheej lus raws li tau muab txhais los ntawm Council for Professional Recognition. The Registry muab ib daim ntawv pov thawj lees paub muaj tseeb tias tau nkag mus txog rau qib thiab qhov kev kawm txuas ntxiv uas yuav tsum tau ua kom tiav raws li tau muab txhais los ntawm Department of Children and Families.

**Tus Thawj Coj Pab Pawg:** Tus Thawj Coj Pab Pawg muaj cov luag hauj lwm xws li saib xyuas thiab qhuab qhia ib pab me nyuam hauv qhov chaw zov me nyuam nyob qab txoj kev coj ua ntawm tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj

Lwm/Thawj Kav Xwm/Thawj Tswj Hwm. Tus Thawj Coj Pab Pawg yuav pab npaj thiab pab khiav cov hauj lwm ua ub no txhua hnub, cev lus mus los nrog cov yim neeg, thiab cov kev sib raug zoo nrog lub zej zog.

**Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm/Thawj Tswj Hwm:** Kev Tshawb Fawb tau qhia pom lub luag hauj lwm hnyav ntawm tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm/Thawj Tswj Hwm hauv tas nrho cov tuam tsev zov me nyuam. Lawv muaj lub luag hauj lwm rau kev nrhiav neeg los ua hauj lwm, yuav neeg los ua hauj lwm, thiab ua tus coj ntawm cov neeg qhia ntawv, thiab-thaum uas yuav tsum tau ua-rau kev rho neeg tawm los yog tshem tawm cov neeg ua hauj lwm. Kev tshawb fawb tau qhia pom tias cov kev zov me nyuam uas muaj cov Saib Xyuas Ntawm Chaw/Cov Khiav Hauj Lwm/Cov Thawj Kav Xwm/Cov Thawj Tswj Hwm muaj kev kawm paub hauj lwm muaj cuab kav ua tau zoo dua. Qhov kev ua yam no (category) lees paub ntawm tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm/Thawj Tswj Hwm cov kev kawm muaj cuab kav ua tau.

### Puv Sij Hawm vs. Ib Nrab Sij Hawm

YoungStar lees paub tias muaj ib txhia kev zov me nyuam hnub nyooq kawm ntawv muaj cov sij hawm qheb ua hauj lwm sib txaww raws li lub caij ntawm lub xyoo. Rau tag nrho cov kev ntsuas hauv daim ntawv no, yuav tau muab cov sij hawm xam rau cov xuaj moos hauv ib hnub los yog hauv ib lub lis piham uas qhov chaw qheb siv lo lus txhais rau puv hnub yog 8 xuaj moos ib hnub thiab 40 xuaj moos ib lis piham. Piv txwv, yog ib tug neeg txheeb kev ua hauj lwm tau zoo hais kom ib qho kev zov me nyuam los mus muab 60 feeb rau kev qoj ib ce ua ub no hauv ib hnub, ces qhov kev zov me nyuam ib nrab hnub uas qheb 4 xuaj moos hauv ib hnub kuj yuav raug hais kom muab 30 feeb rau kev qoj ib ce ua ub no. Yog cov xuaj moos qheb muaj qhov txawv txav hauv lub lis piham, ib tug Kws Tshaj Lij Muab Tswv Yim/Kws Ntaus Nqi Soj Ntsuam yuav siv qhov nruab nrab ntawm cov xuaj moos hauv ib hnub los mus muab cov points rau cov zoo li no.

Rau cov hom phiaj ntawm YoungStar, lo lus txhais rau ib tug neeg ua hauj lwm puv sij hawm yog ib tug Thawj Coj Pab Pawg los yog tus Saib Xyuas Ntawm Chaw uas ua hauj lwm thaj tsam li ntawm 40 xuaj moos hauv ib lub lis piham rau 6 lub hlis hauv lub xyoo los yog ntawm dua. Yog li, yog qhov kev zov me nyuam qheb rau 3 lub hlis (ib feem plaub) ntawm lub xyoo thiab qhov kev zov me nyuam xav tau credit rau kev Ntsuas Qhov Ua Tau Zoo C.4.3 uas hais kom muaj 18 hnub so them nyiaj hauv ib lub xyoo rau cov neeg ua hauj lwm puv hnub, qhov kev zov me nyuam yuav tau ua kom pom tias lawv tau muab 4.5 hnub so rau cov neeg ua hauj lwm puv hnub hauv ib lub xyoo.

### Cov Neeg Ua Hauj Lwm Hauv Chaw Zov Me Nyuam Hnub Nyoog Kawm Ntawv:

**Lus Cim:** *Yog qhov chaw tsis muaj ntawv tso cai los yog ntawv pov thawj, yuav muab qhov sau npe (enrollment) rau qhov kev zov me nyuam los siv es tsis muab qhov muaj ntawv tso cai zov txog tsawg leej (capacity).*

Ib tus neeg tsuas koom tau rau hauv The Registry's Program Profile nrog ib qhov kev zov me nyuam ib zaug xwb. Qhov no txhais hais tias ib tus neeg uas tuav cov luag hauj lwm ntawm dua ib qhov kev zov me nyuam yuav tsum xaiv ib qhov Program Profile uas yuav koom rau hauv. Txhua chav kawm uas qhib tsawg kawg 25% ntawm cov sij hawm (mus txog 40 xuaj moos) uas qhov kev zov me nyuam txais zov me nyuam yuav tsum muab teev rau hauv qhov Program Profile. Piv txwv, yog qhov kev zov me nyuam qhib 40 xuaj moos los ntawm dua tauj ib lim piham, ib chav kawm twg uas qhib 10 xuaj moos tauj ib lim piham yuav tau muab tso rau ntawm qhov Program Profile. Ib chav kawm/pab pawg yuav tsum muaj nyob ntawm ib qhov Program Profile thiaj li muaj feem tau txais qhov kev Ntaus Nqi (Formal Rating).

- A. Rau YoungStar<sup>2</sup>, qhov ib tug neeg ua hauj lwm zov tau coob txog tsawg leej me nyuam thiab ib "pab pawg" yog muaj tsawg leej ntawd yog nyob rau ntawm kev muab ntawv tso cai cov cai tswj rau cov cheeb tsam no. Saib Daim Ntawv Ntxiv C (Appendix C) kom paub txog qhov no.
- B. Hauv daim ntawv no, tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm/Thawj Tswj Hwm tau muab hais kom luv ua tus "Saib Xyuas Ntawm Chaw" hauv qeev nqe lus. Yog muab lo lus tus "Saib Xyuas Ntawm Chaw" sau rau ntawd, nws yog hais txog tus neeg twg uas tuav txoj hauj lwm ua tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm/Thawj Tswj Hwm.
- C. Rau YoungStar, tus neeg uas raug muab taw los ua tus Saib Xyuas Ntawm Chaw yuav tsum tau nyob rawy ntawm chaw rau tsawg kawg 25% ntawm tag nrho cov xuaj moos lawv ua hauj lwm tauj lim piham rau qhov kev zov me nyuam thiab yuav tsum muaj cov luag hauj lwm hauv qab no:
  1. Saib xyuas kev npaj thiab kev ua hauj lwm rau cov me nyuam
  2. Saib xyuas cov neeg ua hauj lwm ntawm chaw
  3. Neeg ua hauj lwm cov kev sib tham thiab kev cob qhia
  4. Kev kawm ntawv txuas mus ntxiv rau cov neeg ua hauj lwm

<sup>2</sup> Ntawv tso cai cov lus kom ua hais txog lub luag dej num ntawm tus Thawj Coj yuav txawv YoungStar .Ntawv tso cai yog txhais rau theem ntawm hauv paus rau kev no qab haus huv thiab kev kaj huv thiab YoungStar yog txhais rau theem siab dua rau kev ua tau zoo. Yog li, thaum ib qho kev zov me nyuam yuav ua kom tau raws li ntawv tso cai cov lus kom ua rau lub luag dej num ntawm tus Thawj Coj, cov lus hais kom ua hauv daim ntawv tseem ceeb no yuav muab siv rau YoungStar.

- D. Tus neeg tuav txoj dej num ua tus Saib Xyuas Ntawm Chaw kuj yuav cev tes los mus pab tau tus Thawj Coj Pab Pawg cov luag hauj lwm yog ib tug neeg ua hauj lwm muaj mob, thaum lub sij hawm cov neeg ua hauj lwm theem so me ntsis/thaum noj mov (cov neeg ua hauj lwm break/meal times), thaum muaj cov hauj lwm los yog kev ua ub no tshwj xeeb uas yuav tau muaj coob leej cov muaj hnub nyog los rau hauv chav los yog muaj cov xwm txheej kub ceev.

#### Cov Kev Hloov Mus Los—Cov kev hloov mus los nram qab no rau txoj cai tswj E yuav tso cai rau:<sup>3</sup>

- **Kev tswj hwm muaj lub hauv paus nruab nrab (centralized administration) (rau cov kev zov me nyuam muaj ntau cov chaw):** Yog qhov kev zov me nyuam raug tswj hwm los ntawm sab nraud ntawm qhov chaw, qhov kev zov me nyuam yuav tau thov ib qhov kev hloov mus los ntawm YoungStar neeg ua hauj lwm cov lus kheev tau hais kom ua. Cov luag hauj lwm 1 thiab 2 (teev saum toj saud) yuav tsum tau muab lis ua los ntawm ib tug neeg uas nyob rau ntawm chaw tsawg kawg 25% ntawm cov xuaj moos tag nrho uas lawv ua hauj lwm rau qhov kev zov me nyuam. Cov luag hauj lwm 3 thiab 4 kuj muab tau los lis ua los ntawm ib tug neeg los yog cov neeg uas nyob tawm ntawm qhov chaw.

Nyob rau cov zoo li no, qhov kev zov me nyuam muaj ob qho xaiv:

- Qhov Xaiv 1: Teev ib tug neeg ntawm qhov chaw ua hauj lwm tswj hwm uas muaj lub luag hauj lwm rau 3 thiab/los yog 4 ua Tus Saib Xyuas Ntawm Chaw.
- Qhov Xaiv 2: Teev ib tug neeg uas nyob ntawm qhov chaw lis ua cov luag hauj lwm 1 thiab 2 ua tus Saib Xyuas Ntawm Chaw. **Yog qhov kev zov me nyuam xav xaiv qhov no thiab tus neeg muab teev ua Tus Saib Xyuas Ntawm Chaw kuj tseem ho yog ib Tug Thawj Coj Pab Pawg thiab ces, yuav tsum tau ua raws nraim li cov cai tswj rau Ob Txog Luag Dej Num (Dual-Role) (hauv qab no).**
- **Ob Txog Luag Dej Num:** me nyuam hnub nyog kawm ntawv cov chaw muaj ntawv tso cai zov txog 50 leej me nyuam los yog tsawg dua tej zaum, nyob hauv cov nqe lus hauv qab no, yuav muaj tau ib Tug Saib Xyuas Ntawm Chaw uas muab teev tias ua hauj lwm li ib tug Thawj Coj Pab Pawg hauv qhov Program File:
  - Kom muaj feem tau txais 3 lub Hnub Qub: Tus neeg tuav ob txog luag dej num muaj txog 25% ntawm lub sij hawm qhov kev zov me nyuam qheb<sup>4</sup> muab los siv rau cov luag hauj lwm ntawm Tus Saib Xyuas Ntawm Chaw **THIAB** ib tug neeg ua hauj lwm zov tau tsawg leej me nyuam yuav tsum ua raws li cov lus daim ntawv tso cai kom ua rau cov chaw zov me nyuam pab pawg muaj ntawv tso cai. Tus Saib Xyuas Ntawm Chaw tuav ob txog dej num yuav tsum muaj cov kev kawm muaj cuab kav ua tau rau qhov kev ntaus nqi 3 lub Hnub Qub. Piv txwv, yog qhov kev zov me nyuam qheb 40 xuaj moos hauv ib lub lis piام, tus neeg tuav ob txog luag dej num yuav tau tuav Tus Saib Xyuas Ntawm Chaw lub luag dej num rau 10 xuaj moos hauv ib lub lis piام.
  - Kom muaj feem tau txais 4 lub Hnub Qub: Tus neeg tuav ob txog luag dej num muaj txog 37.5% ntawm lub sij hawm qhov kev zov me nyuam qheb muab los siv rau cov luag hauj lwm ntawm Tus Saib Xyuas Ntawm Chaw **THIAB** ib tug neeg ua hauj lwm zov tau tsawg leej me nyuam yuav tsum ua raws li cov lus daim ntawv tso cai kom ua rau cov chaw zov me nyuam pab pawg muaj ntawv tso cai. Tus Saib Lwm Ntawm Chaw tuav ob txog dej num yuav tsum muaj cov kev kawm muaj cuab kav ua tau rau qhov kev ntaus nqi 4 lub Hnub Qub. Piv txwv, yog qhov kev zov me nyuam qheb 40 xuaj moos hauv ib lub lis piام, tus neeg tuav ob txog luag dej num yuav tau tuav Tus Saib Xyuas Ntawm Chaw lub luag dej num rau 15 xuaj moos hauv ib lub lis piام.
  - Kom muaj feem tau txais 5 lub Hnub Qub: Ib Tug Saib Xyuas Ntawm Chaw ua hauj lwm puv hnub yuav tsum nyob rau ntawd, uas muaj cov kev kawm muaj cuab kav ua tau rau qhov kev ntaus nqi 5 lub Hnub Qub.

**Kev xyuas tias cov kev hloov mus los rau txoj cai tswj E muaj tseeb:** Kom xyuas tau tias qhov kev ntsuas no muaj tseeb, tej zaum qhov kev zov me nyuam yuav raug nug kom muab cov caij teem tseg, cov tw tshev them nyiaj, cov ntawv teev sij hawm, cov ntaub ntawv piav txog t xo j hauj lwm, neeg ua hauj lwm cov phau ntawv tuav thiab/los yog ntaub ntawv hais txog kev ua hauj lwm cov cai thiab cov txheej txheem.

<sup>3</sup> Txawm yuav yog qhov twg los, t xo j cai tswj nram qab mus no tseem siv rau: Ib tug neeg tsuas koom rau hauv The Registry's organizational profile nrog rau ib qho kev zov me nyuam ib zaug xwb. Qhov no txhais hais tias ib tug neeg uas muaj cov luag hauj lwm rau ntawd tab sis tsis muaj me nyuam rau zov, ces cov xuaj moos no suav tsis tau rau lub sij hawm Program Profile koom nrog.

<sup>4</sup> "Lub sij hawm qhov kev zov me nyuam qheb" txhais tias yog cov xuaj moos uas qhov chaw zov me nyuam txais cov me nyuam los zov. Yog qhov kev zov me nyuam muaj ib co xuaj moos ntxiv uas cov neeg ua hauj lwm nyob rau ntawd tab sis tsis muaj me nyuam rau zov, ces cov xuaj moos no suav tsis tau rau lub sij hawm qhov kev zov me nyuam qheb.

**Cov Hauv Kev Txhim Kho Txuj Ci Tshaj Lij Mus Ntxiv:** Cov ntaub ntawv qhia paub txog kev zov thaum ntxov thiab kev kawm ntawv thiab hnuv nyog kawm cov kev kawm tau credit - raws feem kev kawm (credit-based course) muaj qhia tuaj yeem mus muab tau uas yog hu ncaj qha rau tus neeg hauv chaw ua hauj lwm ntawm tsev kawm qib siab, los yog mus ntsib ib tug kws paub txog kev txhim kho txuj ci tshaj lij mus ntxiv (Professional Development) los yog T.E.A.C.H. Early Childhood® Wisconsin Scholarship Counselor ntawm Wisconsin Early Childhood Association (WECA). Qhov ua tau credit rau kev tau kawm tau ua yav dhau los yuav muaj qhia los ntawm cov tsev kawm ntawv qib siab. Cov ntaub ntawv qhia paub ntxiv ntsig txog theem Registry Career Levels, cov hauv kev txhim kho txuj ci tshaj lij, thiab qhov ua tau (credit) rau kev tau kawm tau ua yav dhau los muaj nyob rau ntawm daim ntawv ntxiv (appendix) xa nrog daim ntawv no.

Nyob rau hauv ob daim phiaj taw qhia (charts) hauv qab no rau Cov Thawj Coj Pab Pawg, Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm/Thawj Tswj Hwm, cov points tsis nce. Rau txhua tus neeg ua hauj lwm daim phiaj taw qhia qhov muaj cuab kav ua tau, qhov kev zov me nyuam tau txais qhov ua tau credit rau qib siab kawg uas tau ua tiav saib rau ntawm Cov Thawj Coj Pab Pawg txoj kev kawm ntawv thiab Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm/Thawj Tswj Hwm txoj kev kawm ntawv. Yog ib Tug Saib Xyuas Ntawm Chaw los yog Thawj Coj Pab Pawg qhov theem Registry Level poob rau hauv nruab nrab ntawm ob theem point, lawv yuav tau txais cov points rau qhov qis dua ntawm ob them. Piv txwv, yog Cov Thawj Coj Pab Pawg rau 100% ntawm cov chav kawm nyob rau ntawm theem Registry Level 8, qhov kev zov me nyuam yuav tau txais 3 points vim hais tias cov theem Registry Levels siab dua qhov ua kom tau nyob ntawm theem 3 points tab sis lawv ua tsis tau li qhov ua kom tau nyob rau ntawm theem 4 points. Ntxiv mus, piv txwv, yog ib Tug Saib Xyuas Ntawm Chaw nyob rau ntawm theem Registry Level 10 tab sis tsis muaj 6 credits los ntxiv hauv kev saib xyuas/kev tswj hwm neeg ua hauj lwm, qhov kev zov me nyuam yuav tau txais 2 points vim hais tias cov theem Registry Level siab dua qhov ua kom tau nyob ntawm theem 2 points tab sis ua tsis tau li qhov ua kom tau nyob rau ntawm theem 3 points.

LUS CIM: Txhua zaug twg uas qib kawm Associate's degree tau muab hais ua pov thawj rau hauv daim ntawv no, 60 qhov ua tau (60 credits) txij high school rov saud yuav raug pom zoo lees txais txij ib yam li qib Associate's degree.

#### A.1) Tus Thawj Coj Pab Pawg Cov Kev Kawm Muaj Cuab Kav Ua Tau Hauj Lwm

Cov Ntsuas Qhov Ua Tau Zoo—Neeg Ua Hauj Lwm Cov Kev Kawm Muaj Cuab Kav Ua Tau Hauj Lwm	Kev Tshawb Xyuas Qhov Tseeb	Cov Points Muab
Cov Thawj Coj Pab Pawg muaj 6 tus sib thooj credits rau 25% ntawm cov pab pawg	Registry Theem 7	1
Cov Thawj Coj Pab Pawg muaj 6 tus sib thooj credits rau 50% ntawm cov pab pawg - <i>Kom Tau txog rau 3 Lub Hnub Qub</i>	Registry Theem 7	2
Cov Thawj Coj Pab Pawg muaj 6 tus sib thooj credits rau 100% ntawm cov pab pawg – <i>Kom tau txog rau 4 Lub Hnub Qub</i>	Registry Theem 7	3
Cov Thawj Coj Pab Pawg muaj 18 tus sib thooj credits siab dua high school rov saud rau 50% ntawm cov pab pawg, tag nrho lwm cov Thawj Coj Pab Pawg muaj 6 tus sib thooj credits – <i>Kom Tau txog rau 5 Lub Hnub Qub</i>	Registry Theem 9	4
Cov Thawj Coj Pab Pawg muaj ib qho twg ntawm cov hauv qab no rau 50% ntawm cov pab pawg, tag nrho lwm cov Thawj Coj Pab Pawg muaj 6 tus sib thooj credits: <ul style="list-style-type: none"> <li>• Muaj 24 tus sib thooj credits, los yog</li> <li>• Associate's degree muaj 30 tus sib thooj credits, los yog</li> <li>• Bachelor's degree muaj 30 tus sib thooj credits</li> </ul>	Registry Theem 10,11,12, 13	5
Cov Thawj Coj Pab Pawg uas tau sib thooj Bachelor's degree rau 100% ntawm pab pawg los yog Bachelor's degree muaj DPI daim ntawv tso cai los yog Master's degree los yog Doctorate.	Registry Theem 14 los yog siab dua	6

#### A.2) Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Qhov Chaw Tus Thawj Kav Xwm/Thawj Tswj Hwm Cov Kev Kawm Muaj Cuab Kav Ua Tau Hauj Lwm

Cov Ntsuas Qhov Ua Tau Zoo – Thawj Saib Xyuas Hauj Lwm Ntawm Chaw/Tus Dhia Dej Num/Thawj Coj/Thawj Tswj Hwm Cov Kev Kawm Muaj Cuab Kay Ua Tau Hauj Lwm	Kev Tshawb Xyuas Qhov Tseeb	Cov Points Muab
Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm/Thawj Tswj Hwm muaj 18 tus sib thooj credits.	Registry Theem 9	2
Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm//Thawj Tswj Hwm muaj 24 tus sib thooj credits - 6 ntawm cov credits no yuav tsum yog rau kev saib xyuas/kev tswj hwm ua hauj lwm thiab kev tswj hwm nyiaj txiag ntawm feem hauj lwm. --Kom tau txog rau 3 Lub Hnub Qub	Registry Theem 10 + 6 credits LOS YOG Thawj Tswj Hwm Daim Ntawv Pov Thawj	3
Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm//Thawj Tswj Hwm muaj 36 tus sib thooj credits - 6 ntawm cov credits no yuav tsum yog kev saib xyuas/kev tswj hwm neeg ua hauj lwm thiab kev tswj hwm nyiaj txiag.	Registry Theem 11 + 6 credits	4
Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm//Thawj Tswj Hwm muaj ib qho twg hauv qab no: <ul style="list-style-type: none"><li>• Associate's degree muaj 36 tus sib thooj credits—6 ntawm cov sib thooj credits no yuav tsum yog kev saib xyuas/kev tswj hwm neeg ua hauj lwm.</li></ul> --Kom tau txog rau 4 Lub Hnub Qub	Registry Theem 12 + 6 tus credits ntxiv	5
Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm//Thawj Tswj Hwm muaj Daim Ntawv Pov ThawjKkawm Tiav (Administrator's Credential) <b>thiab</b> ib qho twg hauv qab no: <ul style="list-style-type: none"><li>• Associate's degree,</li><li>• Bachelor's degree (tsis sib thooj)</li></ul> --Kom tau txog rau 5 Lub Hnub Qub	Registry Theem 13	7
Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm//Thawj Tswj Hwm muaj ib qho twg hauv qab no: <ul style="list-style-type: none"><li>• Bachelor's degree (sib thooj)</li><li>• Bachelor's degree (tsis sib thooj) thiab DPI daim ntawv tso cai,</li><li>• Master's degree los yog Doctorate degree</li></ul>	Registry Theem 14 los yog siab dua	9

## B) Ib Puag Ncig Ntawm Qhov Chaw Kawm thiab Tus Txheej Txheem Qhia Ntawv (Cov Points Siab Kawg = 13)

### Kom tau Tsawq Kawg rau 3, 4 thiab 5 Lub Hnub Qub

- **Kom tau rau 3 Lub Hnub Qub:**
  - Qhov kev zov me nyuam yuav tsum siv ib qhov tus zov me nyuam-xaiv Kev Ntsuas Tus Kheej tus cuab yeej siv (Self-Assessment tool) coj kev mus rau ntawm Daim Phiaj Xwm Txhim Kho Kom Zoo Dua Qub (Quality Improvement Plan).
- **Kom tau rau 4 Lub Hnub Qub:**
  - Qhov kev zov me nyuam yuav tsum ua tiav **nruab nrab ntawm** qhov Kev Luj Ntaus Nqi Ib Puag Ncig (Environment Rating Scale, ERS) cov qhab nias ntawm 4 raws li tau muab soj ntsuam thiab tshuaj xyuas tias muaj tseeb nrog rau qhov Kev Luj Ib Puag Ncig Chaw Zov Me Nyuam Hnub Nyoog Kawm Ntawv (School-Age Care Environment Rating Scale, SACERS).
- **Kom tau rau 5 Lub Hnub Qub:**
  - Qhov kev zov me nyuam yuav tsum ua tiav **nruab nrab ntawm** qhov Kev Luj Ntaus Nqi Ib Puag Ncig (Environment Rating Scale, ERS) cov qhab nias ntawm 5 raws li tau muab soj ntsuam thiab tshuaj xyuas tias muaj tseeb nrog rau qhov Kev Luj Ib Puag Ncig Chaw Zov Me Nyuam Hnub Nyoog Kawm Ntawv (School-Age Care Environment Rating Scale, SACERS).

### B.1.1, B.4.1-2) Cov Hauj Lwm Kom Ua Tau Tsawg Kawg

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshawb Xyuas Qhov Tseeb	Cov Points Muab
B.1.1) Kev Ntsuas Tus Kheej ntawm qhov kev zov me nyuam ua tau --Kom tau txog rau 3 Lub Hnub Qub	Qhov kev zov me nyuam tau ua rau pom kev mob siab rau los mus ntsuas cov hauj lwm tseem ceeb ntawm txoj hauj lwm thiab tau tsim muaj ib daim phiaj xwm (plan) txhim kho cov hauj lwm tau teev tseg kom zoo dua qub.	Ntsuam Xyuas qhov kev ntsuas tus kheej los ntawm Tus Ntaus Nqi Soj Ntsuam (Observation Rater)	1
B.4.1) Hnub Nyoog Kawm Ntawv Kev Luj Ib Puag Ncig nruab nrab ntawm qhab nias 4 – Kom tau txog rau 4 Lub Hnub Qub	Kev tshawb fawb tus cuab yeej txuas rau kev qhia pom qhov ua tau zoo hauv cov chaw tseem ceeb ntawm ib puag ncig chaw zov me nyuam hnub nyoog kawm ntawv.	Nqes tes ua thiab muab sau cia los ntawm Tus Ntaus Nqi Soj Ntsuam (Observation Rater)	3
B.4.2) Hnub Nyoog Kawm Ntawv Kev Luj Ib Puag Ncig nruab nrab ntawm qhab nias 5 - Kom tau txog rau 5 Lub Hnub Qub			4

### Cov Points Uas Xaiv Ua Tau

#### B.1.2-3) Daim Hom Phiaj Txhim Kho Kom Zoo Dua Qub – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas Tias Muaj Tseeb	Cov Points Muab
B.1.2) Daim Hom Phiaj Txhim Kho Kom Zoo Dua Qub uas tau paub los ntawm qhov kev ntsuas tus kheej tau muab los ua raws li txheej txheem kev txhim kho kom zoo dua qub tus cuab yeej.	Tshawb fawb raws cov cuab yeej tau muab siv muaj txiaj ntsig kom ntseeg tau tias daim phiaj xwm txhim kho kom zoo dua qub tau hais txog cov tseem ceeb khi nrog rau qhov ua tau zoo.	Ntsuam Xyuas Daim Hom Phiaj Txhim Kho Kom Zoo Dua Qub los ntawm Tus Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1
B.1.3) Daim Hom Phiaj Txhim Kho Kom Zoo tau raug muab tshuaj xyuas tias muaj tseeb tiag los ntawm ib tus neeg sab nraud LOS YOG ntawm tsawg kawg ob teev ntxiv ntawm lub sij hawm siv ua hauj lwm nrog ib tus PDAS-tau pom zoo Kws Tshaj Lij Muab Tswv Yim (Technical Consultant) los yog Tus Kws Cob Qhia Muaj Txog Theem Master ntawm ib qhov hauj lwm los ntawm qhov hauj lwm Daim Hom Phiaj Txhim Kho Kom Zoo Dua Qub.	Kev tshuaj xyuas tias muaj tseeb tsis zwm rau leej twg ntawm kev mob siab los mus txhim kho qhov ua tau zoo muab tau kev ntseeg siab loj dua ntawm tus cuab yeej ua tau hauj lwm.	Ntsuam Xyuas los ntawm Tus Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1

#### B.2.1-2) Wisconsin Kev Koom Tes Tom Qab Lawb Ntawv Tus Txheej Txheem Qhia Ntawv Uas Phim Cov Muaj Hnub Nyoog Kawm Ntawv – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshawb Xyuas Qhov Tseeb	Cov Points Muab
B.2.1) Tsawg kawg 50% ntawm Cov Thawj Coj Pab Pawg tau txais kev cob qhia txog Wisconsin Kev Koom Tes Tom Qab Lawb Ntawv (Wisconsin Afterschool Network, WAN) Tus Txheej Txheem Qhia Ntawv Uas Phim Cov Muaj Hnub Nyoog Kawm Ntawv (School-Age	Cov Thawj Coj Pab Pawg tuaj yeem ua rau pom qhov lawv tau txais kev cob qhia rau kev txhim kho nthuav dav cov kev coj ua uas zoo tsim nyog.	Registry xyuas tias muaj tseeb	1 point yog tias 50% ntawm Cov Thawj Coj Pab Pawg ua tau raws li Qhov Kev Ntsuas, 2 points yog tias 100% ntawm Cov

Curricular Framework) <b>LOS YOG</b> Tas nrho Cov Thawj Coj Pab Pawg tau txais kev cob qhia txog WAN Tus Txheej Txheem Qhia Ntawv Uas Phim Cov Muaj Hnub Nyoog Kawm Ntawv (School-Age Curricular Framework)			Thawj Coj Pab Pawg ua tau raws li Qhov Kev Ntsuas
B.2.2) Cov ntawv kawm mus ua ib ntxaig nrog rau Wisconsin Kev Koom Tes Tom Qab Lawb Ntawv Tus Txheej Txheem Qhia Ntawv Uas Phim Cov Muaj Hnub Nyoog Kawm Ntawv (Wisconsin Afterschool Network School-Age Curricular Framework) los yog Xeev Wisconsin Cov Qauv Cag Tseem Ceeb (Kev Kawm Ntawv) (Wisconsin State Common Core Standards (Academic).	Koom Txoos Hauv Teb Chaws Tom Qab Lawb Ntawv (National Afterschool Association) Tus Txheej Txheem Qhia Ntawv Uas Phim Cov Muaj Hnub Nyoog Kawm Ntawv tau raug xaiv los ua ib tus cuab yeej muab siv tau txiaj ntsig zoo los mus txhim kho kev coj ua hauv chaw teeb tsa zov me nyuam hnub nyoog kawm ntawv. Nws tsim kev sib txaas ntawm kev txhim kho kev coj ua uas tsim nyog thiab kev teeb tsa chaw zov me nyuam hnub nyoog kawm ntawv hauv cov hauj lwm tseem ceeb. Kev tshawb fawb txaas rau qhov txhim kho kev coj ua uas tsim nyog kom ua tau zoo dua qub.	Ntsuam Xyuas los ntawm Tus Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1

### B.3.1-3) Cov Txiaj Ntsim Tau Rau Me Nyuam – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshawb Xyuas Qhov Tseeb	Cov Points Muab
B.3.1) Qhov kev zov me nyuam siv cov ntaub ntawv hais txog me nyuam tus kheej (individual child portfolios)	Cov ntaub ntawv ntiag tug ntawm txhua tus me nyuam nws tus kheej tau muab sau cia thiab muab kho xwv kom thiaj muab tau kev npaj rau cov kev ua ub no.	Ntsuam Xyuas los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1
B.3.2) Tus Thawj Coj Pab Pawg siv txoj kev npaj los mus kho cov txiaj ntsim tau rau me nyuam kom zoo dua qub. Qhov no muaj qhov siv qhov ntsuas me nyuam ib tug rau ib tug tus cuab yeej.	Tus Thawj Coj Pab Pawg siv cov ntaub ntawv hais txog txhua tus me nyuam nws tus kheej mus tsim cov ntawv npaj qhia rau me nyuam txhawb tus kheej tej nws muaj cuab kav ua tau.		1
B.3.3) Taug qab xyuas cov txiaj ntsim tau rau txhua tus me nyuam <b>Lus Cim:</b> Qhov point no yuav tsis tau txais yog tias qhov chaw zov me nyuam tsis tau txais point rau Qhov Ntsuas B.3.1 thiab B.3.2 THIAB lawv yuav tsis tau txais qhov point no nyob rau thawj xyoo yog tias lawv tseem tsis tau pib taug qab xyuas cov txiaj ntsim tau rau me nyuam.	Nws yog ib qho tseem ceeb los mua ua kom pom tias kev cob qhia kws qhia ntawv thiab me nyuam kev sib fim ua rau cov txiaj ntsig tau rau me nyuam zoo dua qub.		1

## C) Cov Kev Coj Ua Dej Num thiab Kev Tshaj Lij (Cov Points Siab Kawg = 7)

### Kom Tau Tsawq Kawg rau 2, 3, 4 thiab 5 Lub Hnub Qub

- **Kom tau txog rau 2 Lub Hnub Qub:**
  - Qhov kev zov me nyuam kos npe rau YoungStar Daim Ntawv Cog Lus thiab txaus siab txais cov me nyuam uas tau txais Wisconsin Shares cov nyiaj pab.
- **Kom tau txog rau 3 Lub Hnub Qub:**
  - Qhov kev zov me nyuam muaj peev nyiaj txhua xyoo mus tsis tu ncua, them se thiab ua pom tias muaj ntaub ntawv tseg cia zoo raws li cov kev coj ua.
- **Kom tau txog rau 4 Lub Hnub Qub:**
  - Qhov kev zov me nyuam muaj cov cai yuav neeg los ua hauj lwm thiab muaj cov txheej txheem sau cia.
- **Kom tau txog rau 5 Lub Hnub Qub:**
  - Qhov kev zov me nyuam siv Kev Ua Hauj Lwm Cov Qauv Kev Cai (Model Work Standards).

### C.2.1-3) Cov Hauj Lwm Kom Ua Tau Tsawg Kawg

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshawb Xyuas Qhov Tseeb	Cov Points Muab
C.2.1) Qhov kev zov me nyuam ua rau pom tag nrho li hauv qab no: txhua qhov kev siv peev nyiaj hauv lub xyoo; tshuaj xyuas nyiaj txiaq; kev ceev ntaub ntawv sau tseg cov kev coj ua; thiab ua ntawv them se yog lawm thiab raws sij hawm. <i>Kom tau txog rau 3 Lub Hnub Qub</i>	Kev Tshawb Fawb txaus kev tshaj lij thiab dej num cov kev coj ua rau kev kawm ib puag ncig ua tau zoo uas tuaj yeem txhawb rau kev qhuab qhia thiab kev sib cuam tshuam sib fim ntawm cov neeg ua hauj lwm thiab cov me nyuam kom loj hlob.	Ntsuam Xyuas cov kev npaj dej num los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1
C.2.2) Muab tau ib daim qauv ntawm daim ntawv sau txog kev ua hauj lwm cov cai thiab cov txheej txheem xws li ntawv piav txog txoj hauj lwm thiab kev yuav neeg los ua hauj lwm, cov kev cai rau cov neeg ua hauj lwm, nyiaj them/phaj tshab rau cov neeg ua hauj lwm, txheej txheem kev ntsuas neeg ua hauj lwm, kev cai qhuab qhia neeg ua hauj lwm, txheej txheem hais daws teeb meem, kev zov me nyuam cov kev cai thiab cov kev npaj siab xav tau ntawm cov neeg ua hauj lwm. <i>Kom tau txog rau 4 Lub Hnub Qub</i>			1
C.2.3) Qhov dej num muab tau pov thawj ntawm kev siv Kev Ua Hauj Lwm Cov Qauv Kev Cai (Model Work Standards) rau kev tswj hwm dej num nrrog rau kev yuav neeg los ua hauj lwm, neeg ua hauj lwm thiab kev npaj dej num. Yuav tsum muaj ib qhov chaw/chaw nyob qhov twg kiag. <i>Kom tau txog rau 5 Lub Hnub Qub</i>			1

### Cov Points Uas Xaiv Ua Tau

#### C.3.1-5) Kev Txhim Kho Txuj Ci Mus Ntxiv – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshawb Xyuas Qhov	Cov Points Muab
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		<b>Tseeb</b>	
C.3.1) Daim phiaj xwm ntsuas cov neeg ua hauj lwm nyob hauv ib lub xyoos muaj lub hom phiaj txhim kho txuj ci mus ntxiv nyob hauv.	Kev txhim kho txuj ci ntxiv mus tsis tu ncua yog txaas mus rau kev zov me nyuam uas ua tau zoo dua qub nrog rau kev ntsuam xyuas neeg ua hauj lwm, mus muab tau kev txhim kho txuj ci yog txaas mus rau kev zov me nyuam uas ua tau zoo dua qub. Cov neeg ua hauj muab tau kev txhim kho txuj ci cov ntaub ntawv yuav txhawb nqa lawv txoj kev paub los mus muab txoj kev zov me nyuam tau siab dua qub.	Ntsuam Xyuas cov ntaub ntawv khaws tseg los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim. Cov phaj tshab (benefits) yuav raug muab los xyuas tias muaj tseeb raws li cov muaj tam sim no los yog tau muaj nyob rau xyoo tas los no.	Yog tias ob los yog ntau dua ntawm cov kev coj ua hauv qab no tau raug muab tshuaj xyuas tias muaj tseeb, tuam tsev zov me nyuam tau txais ib point
C.3.2) Muab tau kev txhim kho txuj ci cov nyiaj los mus them cov nqi Ntsig Txog qhov kawm tiav cov kev cob qhia uas tau raws li cov hom phiaj ntawm tus neeg ua hauj lwm daim phiaj xwm txhim kho txuj ci ntawm tus kheej, nrog rau tau T.E.A.C.H. Pab Nyiaj Kawm Ntawv rau qhov tau credit raws li kev qhia.			
C.3.3) Muab tau kev txhim kho txuj ci cov ntaub ntawv muaj nyob ntawm chaw (xws li cov phau ntawv, ntawv tshaj xov xwm magazines, los yog lwm cov ntaub ntawv hais txog kev loj hlob nthuav dav ntawm me nyuam).			
C.3.4) Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm /Thawj Tswj Hwm ua tswv cuab rau hauv ib lub koom haum txuj ci tshaj lij (professional association) xyuas txog kev zov me nyuam hnub nyog kawm ntawv.	Muaj kev sib koom tes txhim kho txuj ci nrog cov neeg ua hauj lwm ntawm chaw zov me nyuam yog ib qho chaw tau xov tseem ceeb thiab txhawb nqa rau cov neeg zov me nyuam.		
C.3.5) 75 feem pua los yog siab dua ntawm kev ceev cov neeg ua hauj lwm kawm ntawv siab (Associate's Degree los yog siab dua) Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm /Thawj Tswj Hwm nyob rau lub sij hawm peb- lub xyoos.	Muaj cov neeg ua hauj lwm nyob ruaj ntseg tsis muaj hloov hauv kev teeb tsa zov me nyuam yog txaas mus rau qhov ua tau zoo dua qub.		

#### C.4.1-4) Neeg Ua Hauj Lwm Cov Phaj Tshab – Cov Points Uas Xaiv Ua Tau

<b>Cov Qauv Ntsuas</b>	<b>Kev Piav Uas Muaj Pov Thawj</b>	<b>Kev Tshawb Xyuas Qhov Tseeb</b>	<b>Cov Points Muab</b>
C.4.1) Muaj ntawv pov hwm kho mob nkeeg muab rau neeg ua hauj lwm, uas tus tswv yuav neeg los ua hauj lwm muab pub ntxiv 25 feem pua sis siab dua rau cov neeg ua hauj lwm puv hnub.	Cov neeg ua hauj lwm cov phaj tshab kuj tseem txaas mus rau qhov kev zov me nyuam ua tau zoo dua qub nrog rau kev ntsuam xyuas neeg ua hauj lwm, tau txais kev txhim kho txuj ci yog txaas mus rau kev zov me nyuam uas ua tau zoo dua qub. Cov phaj tshab tseem txaas mus rau kev ua hauj lwm mus ntev thiab muaj neeg tawm hauj lwm tsawg.	Ntsuam Xyuas los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim.	Yog tias ob los yog ntau dua ntawm cov kev coj ua tau raug muab tshuaj xyuas tias muaj tseeb, qhov kev zov me nyuam tau txais ib point.
C.4.2) Muaj nyiaj laus (pension/retirement plan) nrog rau qhov tus tswv hauj lwm muab ntxiv rau cov neeg ua hauj lwm puv hnub.			
C.4.3 Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm /Thawj Tswj Hwm tau nyiaj lub sij hawm so ntau txog 18 hnub los yog ntau dua hauv ib xyoos uas muab mus siv tau txaas rau kev them rau hnub so hauj lwm thiab/los yog hnub uas tus			

neeg ntawd muaj mob rau cov neeg ua hauj lwm puv hnub. Sij hawm so tsis ua hauj lwm muab faib raws qhov tsim nyog rau cov ua hauj lwm ib nrab hnub.			
C.4.4) Muaj rooj sib tham ntawm tas nrho cov neeg ua hauj lwm ib hlis ib zaug, them nyiaj 2 xuaj moos rau cov sij hawm siv rau kev npaj hauj lwm hauv ib lub lis piam rau Tus Saib Xyuas Ntawm Chaw/Cov Khiav Hauj Lwm.			

#### C.5.1-6) Niam Txiv/Tsev Neeg Kev Raus Tes Pab – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshawb Xyuas Qhov Tseeb	Cov Points Muab
C.5.1) Qhov kev zov me nyuam muaj <b>tas nrho</b> cov hauv qab no: <ul style="list-style-type: none"> <li>• Ib daim ntawv sau piav txog qhov kev zov me nyuam li laj lim tswv yim muab rau txhua tsev neeg; THIAB</li> <li>• muaj cov ntaub ntawv khoom siv thiab cov chaw muab kev pab uas yog ib tus txheej txheem los yog ib qhov kev sib cev lus uas tau raws li cov kev xav tau ntawm cov tsev neeg; THIAB</li> <li>• muaj cov kev nthuav qhia rau tas nrho cov tsev neeg ua ntej tuaj rau npe kawm; THIAB</li> <li>• txhawb kom cov niam cov txiv tuaj soj ntsuam saib qhov kev zov me nyuam.</li> </ul>	Kev raus tes pab ruaj khov ntawm niam txiv hauv kev zov me nyuam yog txuas mus rau qhov ua tau zoo dua qub.	Ntsuam Xyuas los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	<p>Yog tias ob cov kev coj ua tau raug muab tshuaj xyuas tias muaj tseeb, qhov kev zov me nyuam tau txais ib point</p> <p>Los yog,</p> <p>Yog tias peb los yog ntau dua cov kev coj ua tau raug muab tshuaj xyuas tias muaj tseeb, qhov kev zov me nyuam tau txais ob points.</p>
C.5.2) Cov tsev neeg muaj lub sij hawm muab lus pab tswv yim rau chaw zov me nyuam cov kev cai thiab cov txheej txheem; muaj cov pab pawg muab tswv yim/niam txiv thiab cov thawj tswj hwm kev koom tes ua tswv cuab muaj rau cov niam cov txiv koom tau.			
C.5.3) Niam txiv cov rooj sib tham muaj tsawg kawg ib xyoos ib zaug thiab ntau dua yog tias xav tau los mus sib tham txog kev nce qib ntawm cov me nyuam.			
C.5.4) Muaj kev sib txuas lus tsis tseg, tsis tu ncua, mus tas li ntawm cov neeg ua hauj lwm, cov tsev neeg thiab tsev kawm uas muaj kev sib ntseeg siab thiab sib hwm, thiab sib pab kom ntseeg tau tias cov kev hloov chaw tom tsev mus rau qhov chaw zov me nyuam, los ntawm chaw zov me nyuam rau lwm qhov chaw zov me nyuam, los ntawm tsev kawm rau chaw zov me nyuam thiab chaw zov me nyuam rau tsev kawm mus tau zoo; kev sib txuas lus tshwm sim hauv ntau yam xws li sib ntsib tim ntsej tim muag, sau ntawv, hu xov tooj, xa emails thiab ntawv tshaj xov xwm hais txog tej yam hloov tshab.			
C.5.5) Kev cuag sab nraud nrog cov niam cov txiv thiab tsev neeg, kev kawm thiab kev sib ntsib muaj tsawg kawg ob zaug hauv ib lub xyoos.			

C.5.6) Muaj ntaub ntawv qhia rau tsev neeg txog tej kev uas me nyuam tau ua rau hnub ntawd, cov hauj lwm teem ua ib hnub rau ib hnub thiab yog muaj tej qhov kev raug mob li cas los yog tej koob tsheej tshwj xeeb (special events) nrog rau tej kev hloov pauv ntawm me nyuam li kev noj qab haus huv los yog kev noj haus.			
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## D) Kev Noj Qab Haus Huv thiab Noj Qab Nyob Zoo (Cov Points Siab Kawg = 5)

### Kom Tau Tsawg Kawg rau 3, 4 thiab 5 Lub Hnub Qub

- Kom tau txog rau 3 Lub Hnub Qub:
  - Qhov kev zov me nyuam muab cov plusa noj muaj txiaj ntsim zoo rau lub cev

#### D.1.1) Cov Hauj Lwm Kom Ua Tau Tsawg Kawg

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshawb Xyuas QhovTseeb	Cov Points Muab
D.1.1) Cov plusa noj los yog khoom noj txom ncauj muaj txiaj ntsim zoo rau lub cev muab rau me nyuam noj txhua hnub hauv chaw zov me nyuam.	Kev muab khoom noj muaj txiaj ntsim zoo rau lub cev cov kev coj ua ua rau kev noj haus zoo tsis muaj mob thiab tiv thaiv lub cev qhov rog lawm yav tom ntej.	<p>Kom tau txais qhov point no, cov chaw zov me nyuam yuav tsum ua tau raws li nqe lus 1 thiab 2 hauv qab no:</p> <p><b>1)</b> Chaw zov me nyuam yuav tsum A) Koom Nrog Qhov Kev Pab Cuam Khoom Noj Rau Me Nyuam Thiab Cov Muaj Hnub Nyoog (Child and Adult Care Food Program, CACFP) <b>LOS YOG</b> B) Muab cov zaub mov thiab khoom txom ncauj uas ua tau raws li CACFP cov lus qhia raws li tau ua pom nyob hauv peb lub hlis ntawm cov ntawv teev. Tej zaum kuj yuav kom muab lwm yam pov thawj rau tej qhov (xws li cov tw ntawv receipts, thiab lwm yam ntxiv.)</p> <p><b>THIAB</b></p> <p><b>2)</b> Qhov chaw zov me nyuam yuav tsum muaj cov kev cai thiab cov txheej txheem los mus hais txog me nyuam noj fab tsis haum zaub mov thiab tsim kev yooj yim pab rau cov kev txwv noj tsis tau zaub mov.</p>	1

### Cov Points Uas Xaiv Ua Tau

#### D.1.2-4) Kev Noj Qab Haus Huv thiab Noj Qab Nyob Zoo – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshawb Xyuas Qhov Tseeb	Cov Points Muab
D.1.2) Chaw zov me nyuam muab tsawg kawg 60 feeb ntawm kev tawm dag zog muab lub cev ua ub no hauv ib hnub.	Kev Tshawb Fawb qhia pom tias kev tawm dag zog muab lub cev ua ub no yog ib qho ua txhua	Ntsuam Xyuas los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1

<p>Lus Cim: Qhov 60 feeb yuav muab kho kom haum rau cov chaw zov me nyuam uas qheb tsawg dua 8 xuaj moos nyob rau ib hhub.</p>	<p>hnub rau me nyuam kom txhawb nqa lub dag zog zoo thiab los mus tiv thaiv lub cev rog yav tom ntej.</p>		
<p><u>D.1.3)</u>  <u>Rau1 point</u>  50% ntawm Cov Thawj Coj Pab Pawg thiab Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm/Thawj Tswj Hwm tau ua tiav ib qho twg ntawm tsib qhov kev xaiv hauv qab no:</p> <ul style="list-style-type: none"> <li>• 3 credits ntawm kev koom nrog thiab/los yog kev kawm kev cob qhia txog kev raug zoo nrog tib neeg-kev tswj tus kheej;</li> <li>• Kev Tswj Tus Kheej Zoo thiab Kev Txhawb Nqa (Positive Behavioral Intervention and Supports, PBIS) (15 xuaj moos);</li> <li>• Qhia Me Nyuam Kev Tswj Tus Kheej hauv Kev Zov Me Nyuam Hnub Nyoog Kawm Ntawv (15 xuaj moos);</li> <li>• Haiv Neeg Tribes TLC (12 xuaj moos); los yog</li> <li>• Registry-tshuaj xyuas tias muaj tseeb ntawm 15 xuaj moos los yog ntau dua ntawm YoungStar-kev pom zoo cob qhia uas tsis tau credit txog kev koom nrog, zov cov me nyuam muaj mob xiam oob qhab, thiab cov me nyuam muaj mob xav tau kev pab tshwj xeeb.</li> </ul> <p><u>Rau 2 points</u>  100% ntawm Cov Thawj Coj Pab Pawg thiab Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm /Thawj Tswj Hwm tau ua tiav ib qho twg ntawm tsib qhov kev xaiv hauv qab no:</p> <ul style="list-style-type: none"> <li>• 3 credits ntawm kev koom nrog thiab/los yog kev kawm kev cob qhia txog kev raug zoo nrog tib neeg-kev tswj tus kheej;</li> <li>• Kev Tswj Tus Kheej Zoo thiab Kev Txhawb Nqa (Positive Behavioral Intervention and Supports, PBIS) (15 xuaj moos);</li> <li>• Qhia Me Nyuam Kev Tswj Tus Kheej hauv Kev Zov Me Nyuam Hnub Nyoog Kawm Ntawv (15 xuaj moos);</li> <li>• Haiv Neeg Tribes TLC (12 xuaj moos); los yog</li> <li>• Registry-tshuaj xyuas tias muaj tseeb ntawm 15 xuaj moos los yog ntau dua ntawm YoungStar-kev pom zoo cob qhia uas tsis tau credit txog kev koom nrog, zov cov me nyuam muaj mob xiam oob qhab, thiab cov me</li> </ul>	<p>Kev Tshawb Fawb qhia pom ruaj khov tsis hloov tias qhov muaj tus cag khov kho ntawm kev raug zoo nrog tib neeg thiab kev tswj tus kheej yog ib tug yaum sij tseem ceeb rau me nyuam kev nce qib mus tom ntej.</p> <p>Kev Tswj Tus Kheej Zoo thiab Kev Txhawb Nqa, HAIV NEEG TRIBES, los yog Qhia Me Nyuam Kev Tswj Tus Kheej hauv Cov Kev Zov Me Nyuam Hnub Nyoog Kawm Ntawv.</p>	<p>Registry tshuaj xyuas tias muaj tseeb</p>	<p>1 los yog 2</p>

nyuam muaj mob xav tau kev pab tshwj xeeb.			
D.1.4) Tsawg kawg 50% ntawm Cov Thawj Coj Pab Pawg thiab Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm /Thawj Tswj Hwm tau txais kev cob qhia hauv kev pov thaiv lub sij hawm ua hauj lwm nrog cov niam txiv los ntawm qhov Muab Kev Txhawb Cov Yim Neeg Kom Khov (Strengthening Families Initiative): . Ib qhov zoo ib yam li no ntxiv uas yuav raug lees yuav yog Kev Pab Yim Neeg Daim Ntawv Pov Thawj Kawm Tiav (Family Services Credential). LOS YOG 100% ntawm Cov Thawj Coj Pab Pawg thiab Tus Saib Xyuas Ntawm Chaw/Tus Khiav Hauj Lwm/Thawj Kav Xwm /Thawj Tswj Hwm tau ua tiav Chav Ua Hauj Lwm-pom zoo Muab Kev Pov Thaiv Me Nyuam Ntawm Kev Tsim Txom thiab Tsis Saib Xyuas thiab Ua Ib Tus Thoob Xo Qhia Paub qhov kev cob qhia (Department-approved Suspected Child Abuse and Neglect Mandated Reporter Training Program (SCAN-MRT) los yog qhov kev cob qhia Tsaus Ntuj rau Pom Kev (Darkness to Light) los yog 10-307-167 ECE: Kev Noj Qab Haus Huv, Kev Nyab Xeeb, thiab Kev Noj Haus los mus pab teev, tiv thaiv thiab thoob xo qhia paub kev tsim txom thiab tsis saib xyuas me nyuam.  Rau cov kev ntaus nqi tshwm sim rau hnub los yog tom qab lub 1 Hlis (January) Tim 1, 2016, YoungStar yuav tsis lees yuav qov kev cob qhia pom zoo los ntawm lub Department txog Kev Tiv Thaiv Kev Tsim Txom thiab Tsis Saib Xyuas Me Nyuam (Child Abuse and Neglect Prevention, CANP) los mus ua kom tau raws li qhov kev ntsuas pom D.1.4. Cov kev zov me nyuam uas tau ib point rau D.1.4 vim los ntawm qhov muaj 100% ntawm Lub Yeej Tus Kws Muab Tswv Yim/Lub Yeej Tus Thawj Kav Xwm uas tau kawm CANP qhov kev cob qhia yuav tsis tau qhov point ntawd ntxiv lawm thaum muab lawv los ntaus nqi rau xyoo ntaus nqi 2016 tshwj tias ntshe qhov kev zov me nyuam muaj cov neeg ua hauj lwm ua tau raws li lwm cov kev cob qhia hauv qhov kev ntsuas pom D.1.4. Tab sis li cas los, tseem txais yuav qhov kev cob qhia Darkness to Light mus ntxiv.	Tiv thaiv kev tsim txom thiab tsis saib xyuas me nyuam tau muab txuas rau qhov Muab Kev Txhawb Cov Yim Neeg Kom Khov los mus tsim cov kev tiv thaiv hauv me nyuam thiab cov niam cov txiv.  Cov neeg ua hauj lwm muaj hnub nyoog muaj lub luag hauj lwm hnyav ua kom ntseeg tau tias me nyuam muaj kev kaj huv tsis raug dab tsi hauv tsev kawm ntaww chaw teeb tsa thiab ua ib qhov chaw tseem ceeb pab rau cov tsev neeg paub thaum ntxov txog cov cim qhia txog kev nyuaj siab thiab kom thoob xo qhia paub txog kev tsim txom tsis saib xyuas raws li txoj cai kom ua. Kev kawm kev cob qhia tsis tseg yog ib qhov yuav tau ua kom ntseeg tau tias cov qauv cag kev coj ua nyob ruaj khov tsis hloov.	Registry tshuaj xyuas tias muaj tseeb  Yog tias ib ntawm ob qho qauv ntsuas tau raug muab tshuaj xyuas tias muaj tseeb, qhov kev zov me nyuam tau txais ib point	

## Daim Ntawv Ntxiv

### **Cov Hauv Kev Txhim Kho Txuj Ci Mus Ntxiv Rau Qhov Tau Credit Raws Cov Lus Qhia:**

Rau cov uas muaj siab xav kawm kom tau credit kawm ntawv qib siab rau kev qhia ntawv rau me nyuam thaum ntxov, muaj cov ntaub ntawv nyuam qhuav kho tshiab sai sai no rau cov kev xaiv – xws li muaj ob txoj kev qhov kheev ua thiab tsis tau ua dua yav dhau los (traditional and non-traditional routes) (nrog rau muaj kawm online, ob hnub so (weekend) thiab yav tsaus ntuj, thiab qhov kawm tau sai sai) – uas yog hu ncaj qha mus rau qhov chaw ua hauj lwm ntawm kev kawm qib siab. Ib txoj kev xaiv ntxiv yog hu rau T.E.A.C.H. tus muab kev sab laj thov nyiaj pab kawm ntawv nyob rau ntawm Wisconsin Early Childhood Association: xov tooj 1-800-783-9322, ext. 7240 los yog email [teach@wisconsinearlychildhood.org](mailto:teach@wisconsinearlychildhood.org). Koj kuj xav nug txog qhov muaj feem tsim nyog tau txais cov nyiaj pab kawm ntawv.

Kom pab tau koj, WECA lub website, <http://www.wisconsinearlychildhood.org/teach/index.php> muaj ntaub ntawv qhia paub txog T.E.A.C.H. Ib qhov txuas rau ntawm qhov chaw no (Wisconsin Colleges and Universities) yuav coj koj mus rau ntawm ib daim duab kos uas muaj tag nrho Wisconsin cov chaw ua hauj lwm ntawm kev kawm qib siab; tsuas nias rau ntawm lub college los yog lub university uas koj xav saib xwb ces yuav nkag tau mus rau hauv lawv lub website thiab qhov chaw qhia tias yuav mus ntsib los yog hu tau rau lawv li cas. WECA lub website kuj muaj T.E.A.C.H. online qhia cov npe ntawm cov kev kawm uas muaj nyob hauv cov tsev kawm ntawv qib siab Wisconsin Technical College System.

**Cov Hauv Kev Pab Qhia Txog Kev Txhim Kho Txuj Ci Mus Ntxiv (Professional Development Counseling Support opportunities) muaj nyob hauv Wisconsin Early Childhood Association**

### **Tau Credit Rau Kev Kawm thiab Kev Paub Yav Dhau Los (Credit for Prior Learning and Experience):**

Cov Chaw Ua Hauj Lwm Ntawm Kev Kawm Qib Siab (Institutions of Higher Education) kuj muab credit rau kev kawm yav dhau los thiab muab degree credit(s) rau cov uas muaj rab peev xwm ua pom cov txuj ci thiab tej kev paub uas lawv tau txais yav dhau los ntawm txoj kev kawm tsis tau kheev muaj dua los (non-traditional schooling), kev ua hauj lwm los yog lwm cov kev paub tau ntsib hauv lub neej. Credit rau Kev Kawm Yav Dhau Los (Credit for Prior Learning, (CPL) yuav pab tau cov kws qhia ntawv rau me nyuam thiab cov zov me nyuam kom yooj yim rau lawv mus nrhiav kawm rau qib siab dua mus ntxiv. Hauv Wisconsin, txhua lub tsev kawm qib siab nyias tau teeb tsa nyias ib tus txheej txheem los muab kev ntsuam xyuas. Tus txheej txheem tau hais kom tus kws qhia ntawv/tus muab kev pab zov me nyuam los sau tej kev kawm thiab tau ntsib hauv lub neej. Cov piv txwv muaj xws li: cov ntawv pov thawj tau los ntawm kev mus kawm kev cob qhia, cov ntaub ntawv (portfolio) uas qhia txog tej kev paub los ntawm kev ua hauj lwm yav dhau los thiab cov ntawv sau tseg (transcripts) yog tias muaj. Muaj T.E.A.C.H. cov neeg muab kev sab laj thov nyiaj (scholarship counselors) yuav pab sawv daws mus cuag qhov kev pab cuam me nyuam thaum ntxov (early childhood program) uas txhawb nqa txoj hauj lwm no nyob rau ntawm txhua qhov Chaw Ua Hauj Lwm Ntawm Kev Kawm Qib Siab.

### **YoungStar Cov Phau Ntawv Muab Los Ua Pov Thawj**

Harms, Thelma, Debby Cryer, and Richard M. Clifford. Family Child Care Environment Rating Scale, Revised Edition, Updated. New York: Teachers College Press, 2007.

Harms, Thelma, Debby Cryer, and Richard M. Clifford. Infant/Toddler Environment Rating Scale, Revised Edition, Updated. New York: Teachers College Press, 2006.

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Harms, Thelma, Ellen Vineberg Jacobs, and Donna Romano White. School-Age Care Environment Rating Scale, New York: Teachers College Press, 1996.

Talan, Teri N. and Paula Jorde Bloom. Business Administration Scale for Family Child Care. New York: Teachers College Press, 2009.

Talan, Teri N. and Paula Jorde Bloom. Program Administration Scale: Measuring Early Childhood Leadership and Management. New York: Teachers College Press, 2004.

<http://www.the-registry.org/Membership/CareerLevels.aspx>



## Cov Theem Hauj Lwm Career Levels

Muab kho dua tshiab zaum kawg thaum 9/2014

Theem 1	Theem 2	Theem 3	Theem 4	Theem 5	Theem 6	Theem 7	Theem 8	Theem 9	Theem 10	
Kev Ua Tswv Cuab Rau Registry	Tau Tshawb Xyuas tias muaj tseeb uas tau high school diploma los yog GED		Kev Cob Qhia Uas Tau Raug Pom Zoo <sup>1</sup>	Ntawv Pov Thawj Kev Peev Xwm Uas Tsis- Tau Credit		Ntawv Pov Thawj Kev Peev Xwm Uas Tau Credit				
			80 xuaj moos ntawm cov theem kev cob qhia (tsis hais theem twg)	120 xuaj moos ntawm cov theem kev cob qhia (tsis hais theem twg)	160 xuaj moos ntawm cov theem kev cob qhia (40 xuaj moos yuav tsum yog kev cob qhia theem 2 los yog 3)	CDA Montessori Ntawv Pov Thawj Kev Peev Xwm <sup>2</sup>  Tsev Neeg Cov Kev Pab Daim Ntawv Pov Thawj Kev Peev Xwm	Tus Saib Xyuas thiab Tus Qhia- Protégé <sup>3</sup> (Mentor and Mentor- Protégé) (5 credits)	Tsev Neeg Cov Kev Pab Daim Ntawv Pov Thawj Kev Peev Xwm  los yog ntawv pov thawj siab ib yam li ntawd <sup>4</sup> (6-9 credits)	<ul style="list-style-type: none"> <li>▪ Tom Qab Lawb Ntawv Thiab Kev Txhim Kho Cov Hluas</li> <li>▪ Zov Me Nyuam Hauv Tsev</li> <li>▪ Qaws Rau Hauv</li> <li>▪ Me Nyuam Yaus Me</li> <li>▪ Kev Ua Thawj Coj</li> <li>▪ Txhim Kho Kev Zov Me Nyuam</li> </ul>	<ul style="list-style-type: none"> <li>▪ Registry <u>Ntawv Pov</u> <u>Thawj Kev</u> <u>Peev Xwm</u><sup>5</sup></li> <li>▪ Registry <u>Ntawv Pov</u> <u>Thawj Kev</u> <u>Peev Xwm</u><sup>6</sup></li> <li>▪ Thawj Tswj Hwm</li> <li>▪ Ua Ntej Kawm Ntawv</li> </ul> <p>Kev Xyaum Ua Hauj Lwm Rau Lwm Tus (18 credits)</p>
			Qhov no suav tas nrho theem pib nkag cov xuaj moo kawm rau hauv (siv tau tom qab lub 1 Hlis tim 1, 2009)					Kev Nce Ntxiv Raws Credit <sup>9</sup>		
						6 tus credits sib thooj	12 tus credits sib thooj	18 tus credits sib thooj	24 tus credits sib thooj	

Theem 11      Theem 12      Theem 13      Theem 14      Theem 15      Theem 16      Theem 17

Kev Txhim Kho Cov Me Nyuam Thaum Ntxov thiab Cov Hluas Degrees						
1 Xyoos Diploma <sup>7</sup>	Associate's Degree	Associate's Degree + Registry Ntawv Pov Thawj Kev Peev Xwm	Bachelor's Degree	Bachelor's Degree + Registry Ntawv Pov Thawj Kev Peev Xwm	Master's Degree	Doctorate
2 Cov Registry Ntawv Pov Thawj Kev Peev Xwm Tsis Hais Cov Twg			Bachelor's Degree + DPI Ntawv Tso Raug Cai <sup>8</sup>	Bachelor's Degree + Registry Ntawv Pov Thawj Kev Peev Xwm + DPI Ntawv Tso Cai <sup>8</sup>	Master's Degree + DPI Ntawv Tso Raug Cai <sup>8</sup>	Doctorate + DPI Ntawv Tso Raug Cai <sup>8</sup>

Kev Nce Ntxiv Raws Credit <sup>9</sup>	Degrees rau Lwm Yam					
30 tus credits sib thooj	Bachelor's Degree	Bachelor's Degree + Registry Ntawv Pov Thawj Kev Peev Xwm	Master's Degree	Doctorate	Master's Degree + 36 tus credits sib thooj	Doctorate + 36 tus credits sib thooj
	Associate's Degree + 30 tus credits sib thooj	Bachelor's Degree + 30 tus credits sib thooj	Bachelor's Degree + 36 tus credits sib thooj	Master's Degree + Registry Ntawv Pov Thawj Kev Peev Xwm		

<sup>1</sup>Kev Cob Qhia Tau Raug Pom Zoo yog kev cob qhia rau ib theem uas pom tseeb raws li tau raug pom zoo los ntawm The Registry thiab qhia los ntawm ib tus kws cob qhia uas Registry tso cai pom zoo.

<sup>2</sup>Montessori Daim Ntawv Pov Thawj Kev Peev Xwm raug pom zoo raws cai los ntawm MACTE nkaus xwb. Lwm Cov Ntawv Pov Thawj Kev Peev Xwm tawm-ntawm-lub xeev yuav muab los xyuas raws li nyias tus kheej ib tus rau ib tus.

<sup>3</sup>Yuav tsum tau ua raws li lub luag dej num ntawm tus Saib Xyuas (Mentor).

<sup>4</sup>Ntawv pov thawj siab ib Yam (Equivalent) yog 9-12 credit technical diploma tau los ntawm Northeast Wisconsin Technical College.

<sup>5</sup>Txhua daim Registry Ntawv Pov Thawj Kev Peev Xswm uas muaj feem tau txais Theem 9 yog muaj 4 cov kev kawm (tas nrho 12 credits) tauj ib Daim Ntawv Pov Thawj Kev Peev Xwm.

<sup>6</sup>Txhua daim Registry Ntawv Pov Thawj Kev Peev Xwm uas muaj feem tau txais Theem 10 yog muaj 6 cov kev kawm (tas nrho 18 credits) tauj ib Daim Ntawv Pov Thawj Kev Peev Xwm.

<sup>7</sup>Ib-xyoos diploma muaj ib txoj kev kawm hauj lwm tau los ntawm WTCS tas nrho 24 tus credits los yog ntawv dua. Lwm Cov Ntawv Pov Thawj Kev Peev Xwm tawm-ntawm-lub xeev yuav muab los xyuas raws nyias tus kheej ib tus rau ib tus.

<sup>8</sup>DPI cov ntawv tso cai uas raug lees paub yog hom ntawv tso cai Kws Qhia Ntawv Tshaj Lij (Professional Educator). Ntawv pov thawj kev peevee xwm qhia ua tus hloov kws qhia ntawv thiab/los yog tus pab qhia ntawv yuav tsis muaj feem rau qhov no.

<sup>9</sup>Cov credits yog muab xam raws li cov credits tau hauv ib ntus ntawm kev kawm ntawv los yog 15 mus rau 18 lub lim piem.